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Employee Performance Assessment System Design Based on Competence

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ABSTRACT

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Employees are one of the most important components owned by the organization in achieving the purpose. Success or failure an organization in exercised their activities related to the capacity of employees (competence) works in the organization. Therefore need to may system does performance evaluation of can give picture of the performance of employees. This research method is divided into five phases as preparation phase, the data collection phase, phase data processing, phase analysis, stage design system, system testing is limited. The results of this study to design employee performance evaluation system based on competency by name spkp-sms.org

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1. Introduction

Employees are one of the most important components of which are owned by the company in its efforts to maintain viability, develop, ability to compete and make a profit (Senen, Sumiyati, Masharyono, 2013). No one company can survive if the company does not have employees who can work well and maximal. Success or failure of a company in carrying out its activities cannot be separated from the capacity of employees (workers) who do the work in the company (Ritonga, 2013).

The development of research performance measurement system is relatively developed adult with wide range of applications both profit and non-profit organizations (Neely, 1999, Gomes et al., 2004). Academics and practitioners believe that today, just pay attention to the financial aspect is not sufficiently representative describes the overall company performance (Kaplan & Norton, 1996, Ghalayini et al., 1997, Neely & Adams., 2000a). Any changes in a dynamic environment with increasingly intense competition conditions required not only financial aspects but also non-financial aspects. Hence the need for integrative performance measurement system (financial and non-financial aspects) is a must for companies (Vanany & Tanukhidah, 2004).

The importance of performance measurement is not only necessary and carried out in the business world but also in the world of education. Thus the importance of performance measurement in the management of universities or education, the Directorate General of Higher Education put in new management format that aims to improve the quality of education on an ongoing basis. Improving

the quality of education on an ongoing basis is done by entering the assessment, accreditation and institutional self-evaluation conducted on universities, both public and private (Soehendro, 1996; I Suartika, et. al. 2007). Therefore, the need for employee performance evaluation system based on competence.

The system is a collection/group of subsystems/parts/components whatsoever either physical or non-physical are interconnected with each other and work together in harmony to achieve a certain goal (Susanto, 2008). Performance is indeed often regarded as simply the outcomes achieved: a record of a person's accomplishments (Amstrong, 2010). As for the aspects of performance criteria is quantity of work, quality of work, job knowledge, reactivity, cooperation, dependability, initiative, and personal qualities (Gomes, 2010). Task performance and contextual performance rating has consistently shown that employees who stay with the organization have higher performance rating than those who leave the organization, meaning that there is a negative correlation between the performance and the intention to leave the organization (Musriha, 2013). Competencies are descriptions of the characteristics and qualities that a person needs to process to perform a job successfully. Spencer and Signe (1993) Competence is underlying characteristics of an individual that causally related to criterion referenced effective and/ or superior performance in a job or (Pynes, 2009). The criteria for competence Spencer is organizational commitment, desire of achievement, serving, research agreement, proactive, lead, and discipline.

2. Method

This research uses case study method. This research method is divided into five phases as follows: preparation phase; a stage to identify or bring problems, namely how to design the proposed competency-based performance appraisal system; the data collection phase by interview, documentation study organization; phase data processing consisting of several processes, namely the preparation of behavioral competencies or personal abilities; phase analysis furthermore, analyzed the output of each step of the design performance measurements analyzed; stage design system; and system testing is limited.

3. Result and Discussion

Employee assessment system is a web-based application that can assist organizations in assessing the performance of the employee. Activity diagrams is something that represents a wide range of flow activity in the system that is being designed, how each flow starts, decision that might occur, and how they ended. Activities employee performance appraisal system design (Figure 1) in this study are:

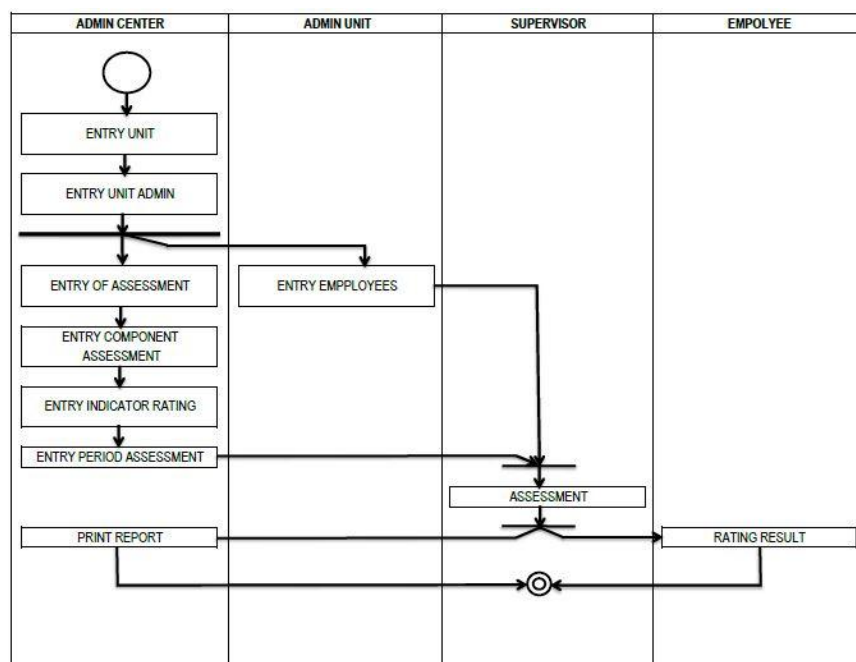


Figure 1. Activity diagram

The login page is the main page when users access applications Employee Assessment System. Employee Performance appraisal system (spkp-sms.org/auth/login).

4. Conclusion

The design of a competency-based performance appraisal system in this study is called spkp-sms.org/auth/login

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